

NURSING WORKFORCE CENTER
ADVISORY COUNCIL
STRATEGIC PLANNING COMMITTEE
MINUTES OF THE JULY 14, 2008 MEETING

Welcome and Introductions

Committee Chair Steve Millard called the meeting to order at 2:10 p.m. He welcomed the members and noted that two were attending via video conferencing from Pocatello and another by telephone. He said the purpose of the meeting was two-fold: review of additional nursing workforce data and to finalize the priority strategies developed at the June 30, 2008 committee meeting.

Data Presentation and Review

Sara Gieseke with assistance from Georgia Smith, Bob Uhlenkott and John Van Dyke (all from the Idaho Department of Labor, Research and Analysis Bureau) presented new, regional worker demand data the committee had requested. Sara prefaced her presentation by announcing the Idaho Hospital Association and the Idaho Board of Nursing have agreed to provide access to their data files which will eventually improve the accuracy of current nursing employment data and with more detail than is now available. Not all of this information has been assembled into the nursing data base but should be by mid-August. Sara asked if the one occupational category of bachelor degree RN could be used as a proxy for the other nursing occupational codes. After some discussion, the committee decided they would like to have LPN, associate degree RN, Advanced Practice RN and other credentialed nurses separated in the data as long as it remains valid to do so.

Sara pointed out the Nursing Board data will greatly improve the estimates of the labor supply and labor force status of licensed nurses. Eventually, nurse earnings, employer type and industry, specific location and some other data requested by the committee will be made available.

The committee discussed the data that was presented, asked a few questions, and expressed overall satisfaction. They asked staff to provide additional data that reflects regional supply and demand with the regional breakdown of nursing employment and future estimates reflecting applicants, admissions, graduates by year, by region and degree type.

Sara concluded her presentation by handing out a draft questionnaire for a proposed follow-up survey of Idaho Nursing Training Programs. This follow-up survey asks for more detail on the nature of each training program and any planned changes in terms of student capacity. The questionnaire will be mailed out soon.

Strategic Priorities

Chair Millard reviewed the committee's draft strategic priority recommendations as printed on page 2 of the June 30, 2008 meeting minutes. Various committee members offered comments or had questions concerning them. As the comments were offered in no particular order, they are summarized by topic.

Student “seats” growth and need for expansion

Is the 400 new seat estimate accurate? (Pam Springer). How was the 400 number determined? (Cheryl Brush) How will changes going on now, for example at BSU, be accounted for in the report? (Pam) Is the 400 number consistent with accepted standards of teacher/student ratio, patient/nurse ratio? (Cheryl)

Discussion results: The follow-up survey of schools should provide much of this needed information—planned changes in seat capacity. (Sara) Assumptions concerning seat expansion and known changes in school programs need to be stated. (Sandy Evans)

Faculty expansion

This should be at the top of our list. (Sandy) Need to separate seat growth from faculty growth in recommendations. (Sandy) Need to stress that faculty growth is critical for growth in student seats. Also, can we develop a recommendation on the number of new faculty and types? (Carol Ashton)

Discussion results: Need for more faculty will be separated from the need for more student seats in the committee’s recommendations. The priority list will then have the need for more faculty ranked number one, or highest priority, in the list of recommendations. The remaining recommendations will be ranked as listed in the June 30 meeting minutes and the entire list will be considered as priorities in rank order. (Steve)

Legislation and Nursing Workforce Center Advisory Council issues

Must have a bill introduced to remove the sunset clause in the authorizing statute. (Margaret Henbest) To whom does the Advisory Council make its recommendations? (Sandy) The council should submit some recommendations even if the full set is not ready because we need to keep the nursing issue alive before the Idaho Legislature. (Carol)

Discussion results: Any legislative proposal must be submitted to the Board of Education and the Governor before it goes to the Legislature. (Cheryl) When it goes to the Legislature it goes to the germane committees. (Margaret)

Other

Should add to new bullet 3 a statement that clinical teaching is enhanced by having hospital staff involved and accreditation standards require some level of involvement but individual hospital capacity to do this varies. (Carol)

Discussion results: This will be added to the recommendation statement. What level of involvement, incentives for doing so, practice guides, etc. are issues that need further discussion?

Salaries

The Chair offered a recommendation on salary levels that would reflect the proposal to pay instructors at levels competitive with practice. The recommendation suggests that salary should be equivalent to a head nurse (\$25.45 to \$38.00 with an average of \$32.24) or a director of nursing services (\$30.82 to \$43.59 with an average of \$41.06). After some discussion, the committee indicated that while functions were not

necessarily comparable, the required credentials were the same and that service and education institutions would be competing for the same individuals.

The meeting was ended at this point due to member travel needs. Chair Millard suggested the next meeting be held at **2 p.m., Monday, July 28, 2008** at the Department of Labor in Boise or via video and teleconference.

The meeting was adjourned at 4:45 p.m.

Attendance:

Committee Members:

Mr. Steve Millard, Chair
Dr. Carol Ashton – via Pocatello
Ms. Susan Ault
Ms. Noreen Davis
Ms. Sandy Evans
Rep. Margaret Henbest – via telephone from
Portland
Ms. Kathleen Nelson – via Pocatello
Dr. Pamela Springer

Staff and Guests:

Mr. Jim Adams
Ms. Cheryl Brush
Ms. Sara Gieseke
Ms. Georgia Smith
Mr. Bob Uhlenkott
Ms. Alice Taylor
Mr. John Van Dyke

Other Council Members:

Mr. Roger Madsen
Ms. Patty Sanchez for Dr. Mike Rush